

The background image is a scenic landscape. In the foreground, there are large, grey, jagged rocks. Behind the rocks, a river flows through a lush green forest. The trees are dense and have vibrant green foliage. On the right side, a steep, rocky bank rises from the river. The overall scene is bright and natural, suggesting a park or a protected natural area.

WV Natural Resources Conservation Mentoring Program

**An Overview from the
WV NRCS CRAC**

Why have a Mentoring Program

- **Attract new, competent people**
- **Efficiently get new employees up to speed**
- **Leadership development**
- **Retention of employees**
- **Transfer of the agency culture and values**

Who Could Use a Mentor?

- **New hires and transfers**
- **Employees seeking additional responsibilities**
- **Employees approaching retirement (aka Succession Mentoring)**
- **Long term employees (agency changes/new ideas/responsibilities/challenges)**

The Mentor Challenge

- **Learning experience**
- **Share Experiences**
- **Help with new techniques**
- **Rejuvenation**
- **Leave the agency a better place**
- **Networking**

Mentor's and Protégé's Responsibilities

- **Protégé—All new hires will be assigned a mentor for one year.**
- **Mentor—Will serve for one to three years.**
- **Face to face meeting at least once a quarter.**
- **Telephone/E-mail communication at least on a monthly basis.**

Would you be a Good Mentor

Consider the following statements and are they appropriate (good or bad)?

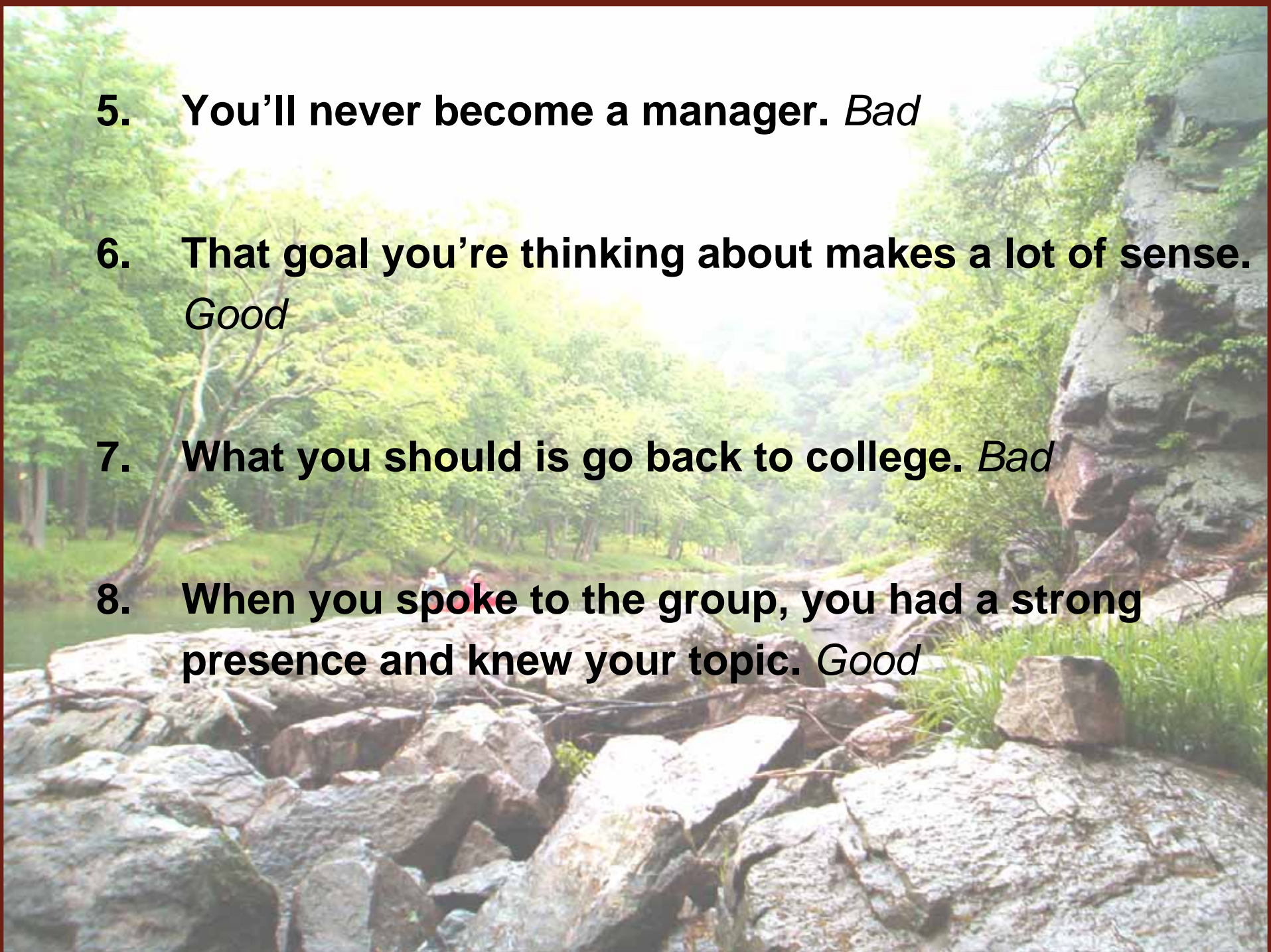
1. I'm pleased to be in this mentoring relationship with you. *Good*_____
2. I'd like to outline what you should do over the next six months. *Bad*
3. I'd never mentored someone with your cultural background. *Good*
4. When you interrupt me, I feel frustrated and want to pull back and not share ideas. *Good*

5. You'll never become a manager. *Bad*

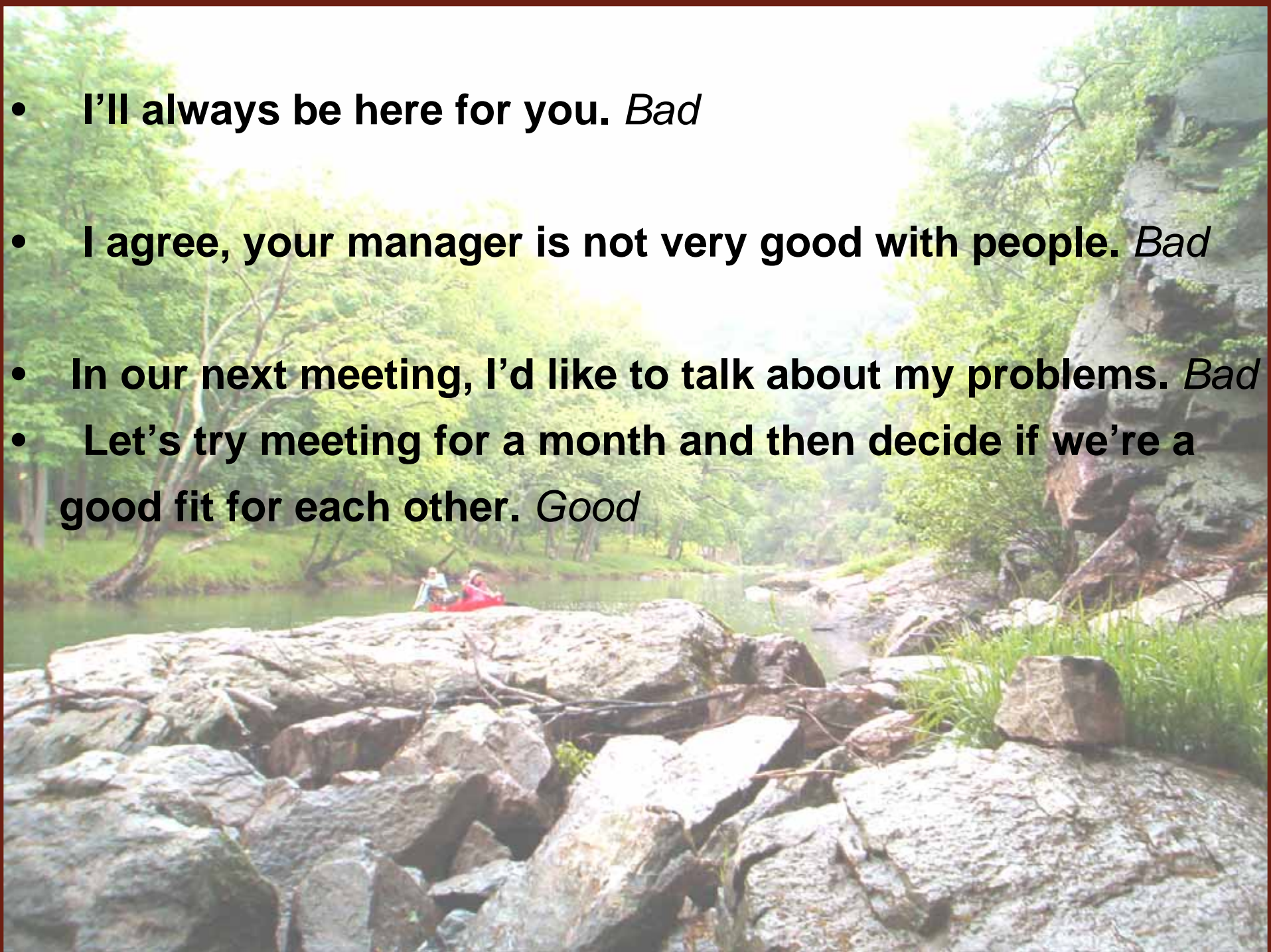
6. That goal you're thinking about makes a lot of sense. *Good*

7. What you should is go back to college. *Bad*

8. When you spoke to the group, you had a strong presence and knew your topic. *Good*



- I'll always be here for you. *Bad*
- I agree, your manager is not very good with people. *Bad*
- In our next meeting, I'd like to talk about my problems. *Bad*
- Let's try meeting for a month and then decide if we're a good fit for each other. *Good*



**Mentors are there –
all you need to do is ask.**

